

~~ADMINISTRATIVE - INTERNAL USE ONLY~~

PERS 75-1361

3 JUN 1975

MEMORANDUM FOR: Director of Security

SUBJECT : Employee Alcoholism and Drug Abuse Program

REFERENCE : Memo for D/Pers fr Acting D/Sec dtd 27 Dec 74,  
same subj.

As you are aware, the Office of General Counsel is of the opinion that the Agency is required under Public Law 92-255 to develop a program for drug abuse, even though exempt from the provisions concerning the denial of employment based on drug abuse. In an attempt to reconcile your position as stated in the reference with the requirement of the law to establish a program for drug abuse, we have drafted the attached regulation. You will note that drug abuse is defined as a health problem in which the employee's job performance is impaired as a direct consequence of the use of alcohol or other drugs. Employees with a drug abuse problem will receive the same consideration and offer of assistance extended to employees having any other illness or health problem. However, the Agency does not condone employee drug activity which is contrary to law. If an employee is identified as an illicit drug user, appropriate administrative action will be taken which can result in suspension and/or dismissal from the Agency.

(Signed) F. W. M. Janney

F. W. M. Janney  
Director of Personnel

Att.

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